

ABSTRACT

5 A system for analysis of employee surveys collected from the employees of an  
organization. A method is provided for identifying and analyzing probable causes of  
the survey results, and selecting variables for effecting remedies in order to improve  
future results. An employee opinion survey and an organizational diagnostic survey  
are concurrently administered to members of an organization. Results for the  
employee opinion survey and the organizational diagnostic survey are produced.  
10 Correlations between holonomic properties and items in the employee opinion survey  
are then determined. A linear programming model is run on results from the  
organizational diagnostic survey. Causal chains for the items in the employee opinion  
survey are identified, and feasible knobs for the organization are selected, to produce  
recommendations for organizational improvement.

15